

The Honorable Ricardo S. Martinez

UNITED STATES DISTRICT COURT  
FOR THE WESTERN DISTRICT OF WASHINGTON  
AT SEATTLE

ROYER RAMIREZ RUIZ,

Plaintiff,

v.

ZOOM VIDEO COMMUNICATIONS, INC., a  
California company,

Defendant.

Case No. 2:21-cv-01379-RSM-SKV

**STIPULATED PROTECTIVE ORDER**

1. PURPOSES AND LIMITATIONS

Discovery in this action is likely to involve production of confidential, proprietary, or private information for which special protection may be warranted. Accordingly, the parties hereby stipulate to and petition the court to enter the following Stipulated Protective Order. The parties acknowledge that this agreement is consistent with LCR 26(c). It does not confer blanket protection on all disclosures or responses to discovery, the protection it affords from public disclosure and use extends only to the limited information or items that are entitled to confidential treatment under the applicable legal principles, and it does not presumptively entitle parties to file confidential information under seal.

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1     2.     “CONFIDENTIAL” MATERIAL

2             “Confidential” material shall include the following documents and tangible things  
 3     produced or otherwise exchanged that the producing party has regularly and routinely treated as  
 4     confidential and fall within one of the following categories: (a) sensitive personal identifying  
 5     information, including, but not limited to, dates of birth, social security numbers, tax information  
 6     and taxpayer-identification numbers, financial accounting information, passport numbers, driver  
 7     license numbers, and individuals’ sensitive employment records; (b) Defendant’s non-public  
 8     human resources, financial, accounting, commercial, proprietary data or applications; (c)  
 9     personnel records related to non-parties to this litigation (except the non-party may waive  
 10    confidentiality to his or her personnel file); (d) medical records; (e) information over which the  
 11    designating party is obligated to maintain confidentiality by contract or otherwise; and (f)  
 12    information expressly designated as, and reasonably believed by the designating party to be,  
 13    confidential in nature.

14    3.     SCOPE

15            The protections conferred by this agreement cover not only confidential material (as  
 16    defined above), but also (1) any information copied or extracted from confidential material; (2) all  
 17    copies, excerpts, summaries, or compilations of confidential material; and (3) any testimony,  
 18    conversations, or presentations by parties or their counsel that might reveal confidential material.

19            However, the protections conferred by this agreement do not cover information that is in  
 20    the public domain or becomes part of the public domain through trial or otherwise.

21    4.     ACCESS TO AND USE OF CONFIDENTIAL MATERIAL

22            4.1    Basic Principles. A receiving party may use confidential material that is disclosed  
 23    or produced by another party or by a non-party in connection with this case only for prosecuting,  
 24    defending, or attempting to settle this litigation. Confidential material may be disclosed only to the  
 25    categories of persons and under the conditions described in this agreement. Confidential material  
 26

1 must be stored and maintained by a receiving party at a location and in a secure manner that ensures  
 2 that access is limited to the persons authorized under this agreement.

3 4.2 Disclosure of “CONFIDENTIAL” Information or Items. Unless otherwise ordered  
 4 by the court or permitted in writing by the designating party, a receiving party may disclose any  
 5 confidential material only to:

6 (a) the receiving party’s counsel of record in this action, as well as employees  
 7 of counsel to whom it is reasonably necessary to disclose the information for this litigation;

8 (b) the officers, directors, and employees (including in house counsel) of the  
 9 receiving party to whom disclosure is reasonably necessary for this litigation, unless the parties  
 10 agree that a particular document or material produced is for Attorney’s Eyes Only and is so  
 11 designated;

12 (c) experts and consultants to whom disclosure is reasonably necessary for this  
 13 litigation and who have signed the “Acknowledgment and Agreement to Be Bound” (Exhibit A);

14 (d) the court, court personnel, and court reporters and their staff;

15 (e) copy or imaging services retained by counsel to assist in the duplication of  
 16 confidential material, provided that counsel for the party retaining the copy or imaging service  
 17 instructs the service not to disclose any confidential material to third parties and to immediately  
 18 return all originals and copies of any confidential material;

19 (f) during their depositions, witnesses in the action to whom disclosure is  
 20 reasonably necessary and who have signed the “Acknowledgment and Agreement to Be Bound”  
 21 (Exhibit A), unless otherwise agreed by the designating party or ordered by the court. Pages of  
 22 transcribed deposition testimony or exhibits to depositions that reveal confidential material must  
 23 be separately bound by the court reporter and may not be disclosed to anyone except as permitted  
 24 under this agreement;

25 (g) the author or recipient of a document containing the information or a  
 26 custodian or other person who otherwise possessed or knew the information.

1           4.3     Filing Confidential Material. Before filing confidential material or discussing or  
 2     referencing such material in court filings, the filing party shall confer with the designating party,  
 3     in accordance with Local Civil Rule 5(g)(3)(A), to determine whether the designating party will  
 4     remove the confidential designation, whether the document can be redacted, or whether a motion  
 5     to seal or stipulation and proposed order is warranted. During the meet and confer process, the  
 6     designating party must identify the basis for sealing the specific confidential information at issue,  
 7     and the filing party shall include this basis in its motion to seal, along with any objection to sealing  
 8     the information at issue. Local Civil Rule 5(g) sets forth the procedures that must be followed and  
 9     the standards that will be applied when a party seeks permission from the court to file material  
 10    under seal. A party who seeks to maintain the confidentiality of its information must satisfy the  
 11    requirements of Local Civil Rule 5(g)(3)(B), even if it is not the party filing the motion to seal.  
 12    Failure to satisfy this requirement will result in the motion to seal being denied, in accordance with  
 13    the strong presumption of public access to the Court's files.

14    5.     DESIGNATING PROTECTED MATERIAL

15           5.1     Exercise of Restraint and Care in Designating Material for Protection. Each party  
 16    or non-party that designates information or items for protection under this agreement must take  
 17    care to limit any such designation to specific material that qualifies under the appropriate  
 18    standards. The designating party must designate for protection only those parts of material,  
 19    documents, items, or oral or written communications that qualify, so that other portions of the  
 20    material, documents, items, or communications for which protection is not warranted are not swept  
 21    unjustifiably within the ambit of this agreement.

22           Mass, indiscriminate, or routinized designations are prohibited. Designations that are  
 23    shown to be clearly unjustified or that have been made for an improper purpose (*e.g.*, to  
 24    unnecessarily encumber or delay the case development process or to impose unnecessary expenses  
 25    and burdens on other parties) expose the designating party to sanctions.

1 If it comes to a designating party's attention that information or items that it designated for  
 2 protection do not qualify for protection, the designating party must promptly notify all other parties  
 3 that it is withdrawing the mistaken designation.

4 5.2 Manner and Timing of Designations. Except as otherwise provided in this  
 5 agreement (see, *e.g.*, second paragraph of section 5.2(a) below), or as otherwise stipulated or  
 6 ordered, disclosure or discovery material that qualifies for protection under this agreement must  
 7 be clearly so designated before or when the material is disclosed or produced.

8 (a) Information in documentary form: (*e.g.*, paper or electronic documents and  
 9 deposition exhibits, but excluding transcripts of depositions or other pretrial or trial proceedings),  
 10 the designating party must affix the word "CONFIDENTIAL" to each page that contains  
 11 confidential material. If only a portion or portions of the material on a page qualifies for protection,  
 12 the producing party also must clearly identify the protected portion(s) (*e.g.*, by making appropriate  
 13 markings in the margins).

14 (b) Testimony given in deposition or in other pretrial proceedings: the parties  
 15 and any participating non-parties must identify on the record, during the deposition or other pretrial  
 16 proceeding, all protected testimony, without prejudice to their right to so designate other testimony  
 17 after reviewing the transcript. Any party or non-party may, within fifteen days after receiving the  
 18 transcript of the deposition or other pretrial proceeding, designate portions of the transcript, or  
 19 exhibits thereto, as confidential. If a party or non-party desires to protect confidential information  
 20 at trial, the issue should be addressed during the pre-trial conference.

21 (c) Other tangible items: the producing party must affix in a prominent place  
 22 on the exterior of the container or containers in which the information or item is stored the word  
 23 "CONFIDENTIAL." If only a portion or portions of the information or item warrant protection,  
 24 the producing party, to the extent practicable, shall identify the protected portion(s).

25 5.3 Inadvertent Failures to Designate. If timely corrected, an inadvertent failure to  
 26 designate qualified information or items does not, standing alone, waive the designating party's

1 right to secure protection under this agreement for such material. Upon timely correction of a  
2 designation, the receiving party must make reasonable efforts to ensure that the material is treated  
3 in accordance with the provisions of this agreement.

4 6. CHALLENGING CONFIDENTIALITY DESIGNATIONS

5 6.1 Timing of Challenges. Any party or non-party may challenge a designation of  
6 confidentiality at any time. Unless a prompt challenge to a designating party's confidentiality  
7 designation is necessary to avoid foreseeable, substantial unfairness, unnecessary economic  
8 burdens, or a significant disruption or delay of the litigation, a party does not waive its right to  
9 challenge a confidentiality designation by electing not to mount a challenge promptly after the  
10 original designation is disclosed.

11 6.2 Meet and Confer. The parties must make every attempt to resolve any dispute  
12 regarding confidential designations without court involvement. Any motion regarding confidential  
13 designations or for a protective order must include a certification, in the motion or in a declaration  
14 or affidavit, that the movant has engaged in a good faith meet and confer conference with other  
15 affected parties in an effort to resolve the dispute without court action. The certification must list  
16 the date, manner, and participants to the conference. A good faith effort to confer requires a face-  
17 to-face meeting or a telephone conference.

18 6.3 Judicial Intervention. If the parties cannot resolve a challenge without court  
19 intervention, the designating party may file and serve a motion to retain confidentiality under Local  
20 Civil Rule 7 (and in compliance with Local Civil Rule 5(g), if applicable). The burden of  
21 persuasion in any such motion shall be on the designating party. Frivolous challenges, and those  
22 made for an improper purpose (*e.g.*, to harass or impose unnecessary expenses and burdens on  
23 other parties) may expose the challenging party to sanctions. All parties shall continue to maintain  
24 the material in question as confidential until the court rules on the challenge.

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1 7. PROTECTED MATERIAL SUBPOENAED OR ORDERED PRODUCED IN OTHER  
 2 LITIGATION

3 If a party is served with a subpoena or a court order issued in other litigation that compels  
 4 disclosure of any information or items designated in this action as “CONFIDENTIAL,” that party  
 5 must:

6 (a) promptly notify the designating party in writing and include a copy of the  
 7 subpoena or court order;

8 (b) promptly notify in writing the party who caused the subpoena or order to  
 9 issue in the other litigation that some or all of the material covered by the subpoena or order is  
 10 subject to this agreement. Such notification shall include a copy of this agreement; and

11 (c) cooperate with respect to all reasonable procedures sought to be pursued by  
 12 the designating party whose confidential material may be affected.

13 8. UNAUTHORIZED DISCLOSURE OF PROTECTED MATERIAL

14 If a receiving party learns that, by inadvertence or otherwise, it has disclosed confidential  
 15 material to any person or in any circumstance not authorized under this agreement, the receiving  
 16 party must immediately (a) notify in writing the designating party of the unauthorized disclosures,  
 17 (b) use its best efforts to retrieve all unauthorized copies of the protected material, (c) inform the  
 18 person or persons to whom unauthorized disclosures were made of all the terms of this agreement,  
 19 and (d) request that such person or persons execute the “Acknowledgment and Agreement to Be  
 20 Bound” that is attached hereto as Exhibit A.

21 9. INADVERTENT PRODUCTION OF PRIVILEGED OR OTHERWISE PROTECTED  
 22 MATERIAL

23 When a producing party gives notice to receiving parties that certain inadvertently  
 24 produced material is subject to a claim of privilege or other protection, the obligations of the  
 25 receiving parties are those set forth in Federal Rule of Civil Procedure 26(b)(5)(B). This provision  
 26 is not intended to modify whatever procedure may be established in an e-discovery order or

1 agreement that provides for production without prior privilege review. The parties agree to the  
 2 entry of a non-waiver order under Fed. R. Evid. 502(d) as set forth herein.

3 10. NON TERMINATION AND RETURN OF DOCUMENTS

4 Within 60 days after the termination of this action, including all appeals, each receiving  
 5 party must return or destroy all confidential material to the producing party, including all copies,  
 6 extracts and summaries thereof.

7 Notwithstanding this provision, counsel are entitled to retain one archival copy of all  
 8 documents filed with the court, trial, deposition, and hearing transcripts, correspondence,  
 9 deposition and trial exhibits, expert reports, attorney work product, and consultant and expert work  
 10 product, even if such materials contain confidential material.

11 The confidentiality obligations imposed by this agreement shall remain in effect until a  
 12 designating party agrees otherwise in writing or a court orders otherwise.

13  
 14 IT IS SO STIPULATED, THROUGH COUNSEL OF RECORD.

15 DATED: March 24, 2022

16  
 17 s/ Matt O'Laughlin

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 COMMUNICATIONS, INC.



PURSUANT TO STIPULATION, IT IS SO ORDERED

IT IS FURTHER ORDERED that pursuant to Fed. R. Evid. 502(d), the production of any documents in this proceeding shall not, for the purposes of this proceeding or any other federal or state proceeding, constitute a waiver by the producing party of any privilege applicable to those documents, including the attorney-client privilege, attorney work-product protection, or any other privilege or protection recognized by law.

DATED this 30<sup>th</sup> day of March, 2022.



RICARDO S. MARTINEZ  
CHIEF UNITED STATES DISTRICT JUDGE

EXHIBIT AACKNOWLEDGMENT AND AGREEMENT TO BE BOUND

I, \_\_\_\_\_ [print or type full name], of  
 \_\_\_\_\_ [print or type full address], declare under penalty of  
 perjury that I have read in its entirety and understand the Stipulated Protective Order that was  
 issued by the United States District Court for the Western District of Washington on [date] in the  
 case of *Royer Ramirez Ruiz v. Zoom Video Communications, Inc.*, Case No. 2:21-cv-01379-RSM-  
 SKV. I agree to comply with and to be bound by all the terms of this Stipulated Protective Order  
 and I understand and acknowledge that failure to so comply could expose me to sanctions and  
 punishment in the nature of contempt. I solemnly promise that I will not disclose in any manner  
 any information or item that is subject to this Stipulated Protective Order to any person or entity  
 except in strict compliance with the provisions of this Order.

I further agree to submit to the jurisdiction of the United States District Court for the  
 Western District of Washington for the purpose of enforcing the terms of this Stipulated Protective  
 Order, even if such enforcement proceedings occur after termination of this action.

Date: \_\_\_\_\_

City and State where sworn and signed: \_\_\_\_\_

Printed name: \_\_\_\_\_

Signature: \_\_\_\_\_

1 **CERTIFICATE OF SERVICE**

2 I am a resident of the State of Washington. I am over the age of eighteen years and not a  
 3 party to the within-entitled action. My business address is One Union Square, 600 University  
 4 Street, Suite 3200, Seattle, Washington 98101. I hereby certify that on March 24, 2022, I caused  
 5 to be served the foregoing document upon the person(s) listed below via electronic mail, pursuant  
 6 to the parties' e-service agreement:

7 **Attorneys for Plaintiff**

8 Matt J. O'Laughlin, WSBA #48706  
 9 Amy K. Maloney, WSBA #55610  
 10 MALONEY O'LAUGHLIN, PLLC  
 11 200 W. Mercer Street, Suite 506  
 12 Seattle, WA 98119  
 13 Phone: 206-513-7485  
 14 [matt@pacwestjustice.com](mailto:matt@pacwestjustice.com)  
 15 [amy@pacwestjustice.com](mailto:amy@pacwestjustice.com)

16 I certify under penalty of perjury under the laws of the United States and of the State of  
 17 Washington that the foregoing is true and correct.

18 Dated this 24th day of March, 2022.

19 s/ Karen Fiumano Yun

20 Karen Fiumano Yun  
 21 [kfiumano@littler.com](mailto:kfiumano@littler.com)  
 22 LITTLER MENDELSON, P.C.  
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